



Summer Learning Toolkit—A Deeper Dive: Creating Site Climate and Culture



Erin Hegarty
Special Assistant to Executive Director
Afterschool Alliance



Katie Willse
Engagement Manager,
The Learning Agenda



Gina Warner
President
National AfterSchool Association



Hillary Oravec
Managing Partner,
The Learning Agenda



Leslie Gabay-Swanston
Director of Program and Systems Quality
National Summer Learning Association



Michele Alberti-White
Executive Director of School Innovation
Rochester City School District



Kelly Bauman
Director of Expanded Learning
Rochester City School District

Speakers

National Summer Learning Project

-Goal of the National Summer Learning Project study and publications is to help establish and sustain effective programs

-The Wallace Foundation, the RAND Corporation, and five urban school districts (Boston; Dallas, Duval County, Florida; Pittsburgh; and Rochester)

-Five published reports, including the most recent: [“Getting to Work on Summer Learning: Recommended Practices for Success, 2nd Ed.”](#)

RAND Summer Learning Series



Getting to Work on **Summer Learning**

Recommended Practices
for Success, 2nd Ed.



Heather L. Schwartz, Jennifer Sloan McCombs,
Catherine H. Augustine, Jennifer T. Leschitz

Getting to Work on Summer Learning

The four factors related to effective summer learning programs.



Sufficient
duration



Regular
attendance



Quality
instruction



Positive
climate

Getting to Work on Summer Learning

Key takeaways.



Academic Curricula
& Instruction



Enrichment
Activities & Their
Implementation



Teacher Selection
& Professional
Development



Student
Recruitment &
Attendance



Positive Summer
Climate



Planning &
Management



Program Costs &
Revenue

Getting to Work on Summer Learning

Key takeaways.



Student
Recruitment &
Attendance



Positive Summer
Climate

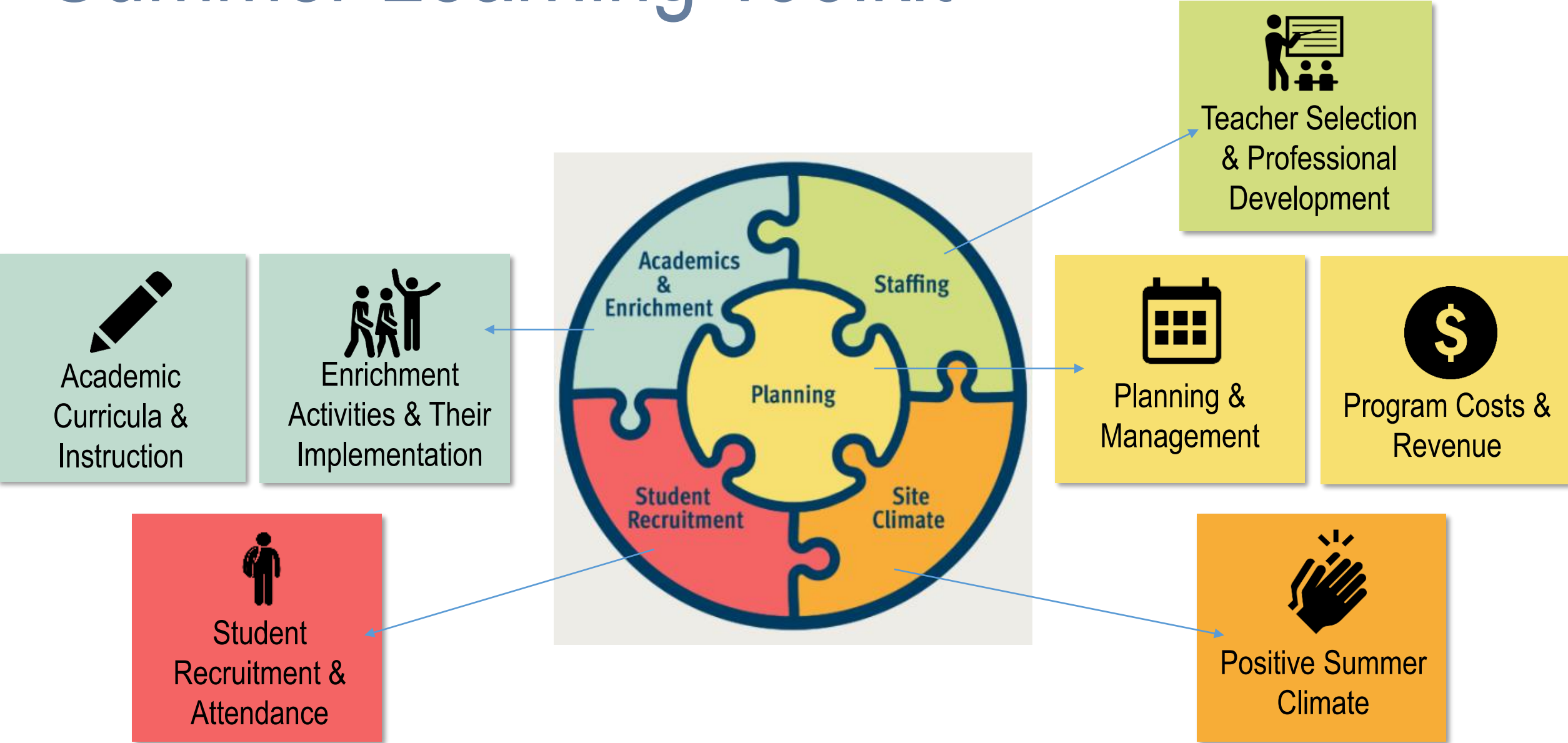


Planning &
Management



Teacher Selection
& Professional
Development

Summer Learning Toolkit

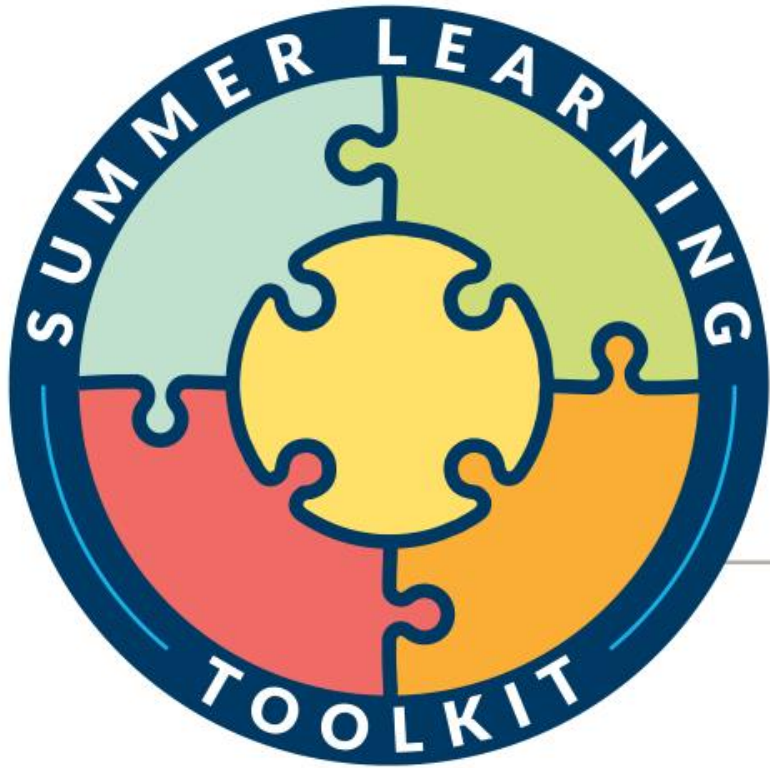


Summer Learning Toolkit



Teacher Selection
& Professional
Development

A light green rectangular box containing a black icon of a teacher standing at a whiteboard with two students seated in front. Below the icon, the text "Teacher Selection & Professional Development" is written in black. A blue arrow points from the "Staffing" piece of the puzzle diagram to this box.



**Evidence-based tools and guidance
for delivering effective programs**

summerlearningtoolkit.org

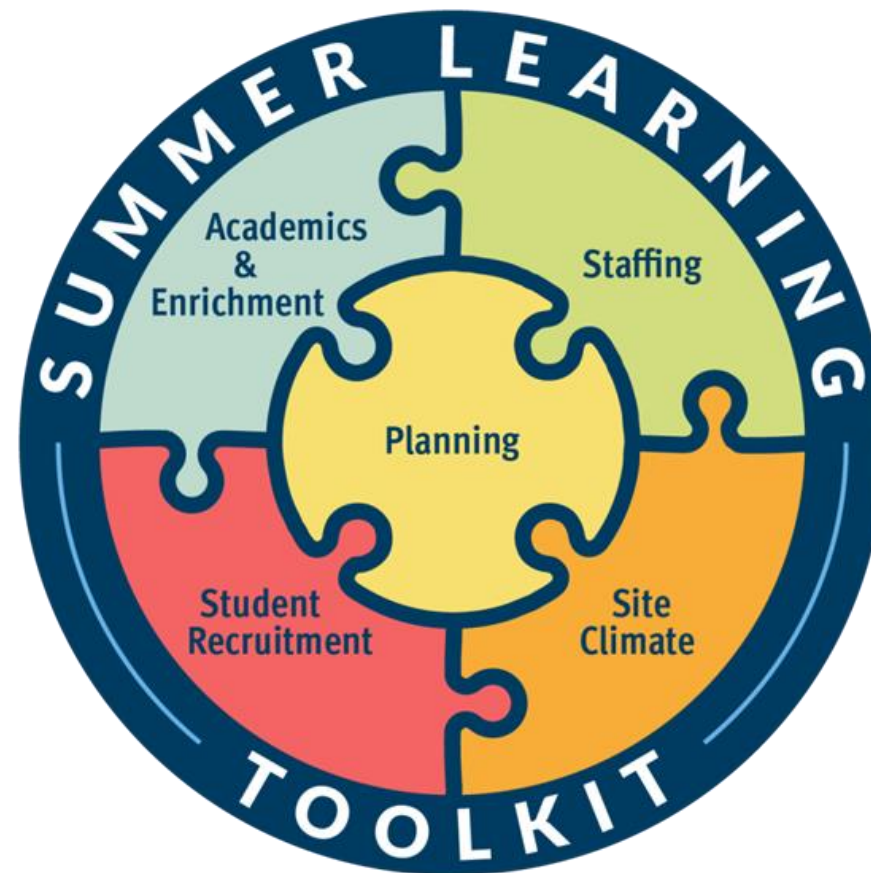
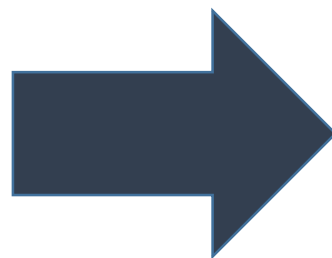


Getting to Work on **Summer Learning**

Recommended Practices
for Success, 2nd Ed.



Heather L. Schwartz, Jennifer Sloan McCombs,
Catherine H. Augustine, Jennifer T. Leschitz



Customizable Tools

Tip Sheets

District Samples

Summer Learning Toolkit

Evidence-based tools and guidance for delivering effective programs

Toolkit Home

Planning

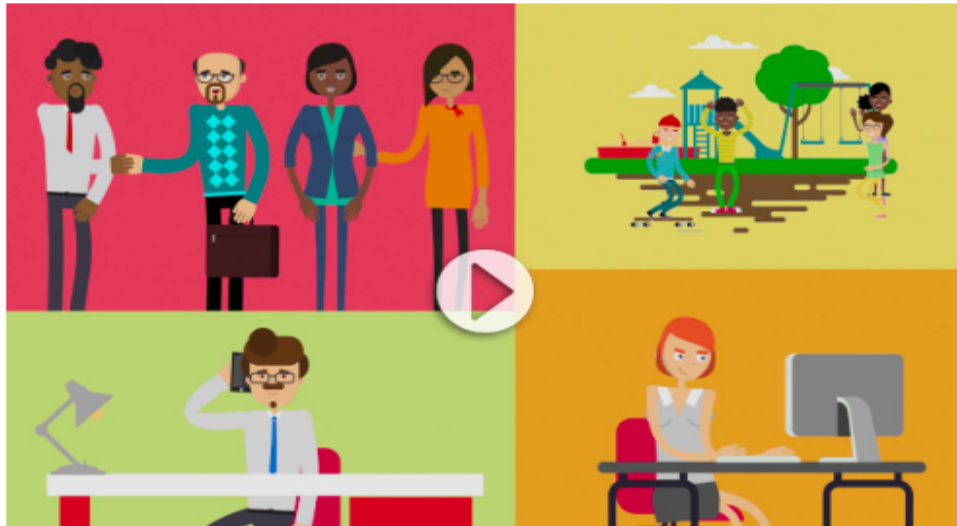
Academics & Enrichment

Staffing

Site Climate

Student Recruitment

About the Toolkit



During the summer, low-income students lose ground compared to their wealthier peers. But summer can also be a time to help level the playing field through high-quality, summer learning programs that research shows produce measurable benefits in math, reading and social and emotional learning.

With more than **50, evidence-based tools and resources**—drawn from the work of five urban school districts and their partners, and aligned with research from RAND—the Summer Learning Toolkit helps educators deliver programs that make a real difference.

Watch the video to learn more.



Read RAND's full set of recommendations in *Getting to Work on Summer Learning: Recommended Practices for Success, 2nd Edition*

Summer Learning Toolkit

Evidence-based tools and guidance for delivering effective programs

Toolkit Home

Planning

Academics &
Enrichment

Staffing

Site Climate

Student
Recruitment

About the
Toolkit

Creating a warm and welcoming environment

Equipping staff to implement the mission

Planning for logistics that impact site climate



Site Climate

Site climate refers to the quality and character of the program, relationships, and teaching and learning practices that shape youth and staff experiences. It's the foundation for the shared norms, goals and values that define the program culture and environment. RAND found that sites with an inclusive friendly climate and engaged staff promote both positive youth experiences and regular attendance. Students benefit from programs marked by clarity of purpose, consistency, warmth and engagement. Positive site climates rarely develop on their own and instead require deliberate effort. Rather, program leaders should define goals for a positive site climate early in the planning process so it can inform key elements of staff planning, training and site logistics (see more in [Staffing and Professional Development](#)).



Site Climate Toolkit Page

Creating a warm and welcoming environment

A warm and welcoming environment helps students feel safe, appreciated and bonded with staff and peers. In a positive site climate, students and staff know what to expect and what is expected of them.



- **Be consistent with behavior:** Develop and apply appropriate student behavior policies that are aligned with the climate you want to create at your site. Check out Rochester’s approach in their [staff handbook](#).
- **Break the ice:** Include “getting-to-know-you” activities in both staff training and the program’s first week.
- **Have fun:** Plan daily and weekly rituals that lift up student voices in songs, chants and recognition. Showcase student work and program themes in décor. [Pittsburgh’s site leadership](#) handbook provides good examples.

Related Resources

Tip Sheet - Promoting Student Participation and Positive Experiences

Best practices for attendance, family outreach and site climate

[Guidance](#) (.pdf)

[Tip Sheet](#) (.pdf)

[Download All](#) (.zip)

Creating consistent and clear expectations for staff and participants is vital to establishing a positive site climate.

Equipping staff to implement the mission

Your program's staff are important “culture keepers” and will benefit from clear guidance and opportunities to contribute to the site's climate. Equip them with the resources and learning opportunities they need to be successful.

- **Put it in writing:** Develop a staff manual with the program's mission, vision, policies and leadership structure.
- **Assign clear staff roles:** Identify who monitors meals, leads classes and helps transition students to and from classes.
- **Provide ample time for training and planning:** Develop a training schedule and agenda that include time for both program orientation and site-team collaborative planning (see more in Staffing and Professional Development).



Related Resources

Sample – Pittsburgh Site Leadership Handbook

Describes staff roles and includes staff training agendas

[Guidance](#) (.pdf)

The toolkit also includes a Planning Calendar to keep track of the various factors that impact site climate.

Planning for logistics that impact site climate

While staffing and policies are important elements of a site's climate, many other factors influence the experience for students and staff. These include the quality of the program's physical space, meals, transportation and supplies.

12-MONTH SUMMARY		RECOMMENDED				
PLANNING CATEGORY	KEY ACTIVITIES	SEP	OCT	NOV	DEC	JAN
Planning and Management	Outline cross-departmental leadership structure for planning					
	Determine planning process and timeline					
	Facilitate regular planning meetings					
Continuous Improvement Process	Develop new or refine existing evaluation plan					
	Use data to inform instruction and program development					
	Execute evaluation					
	Prepare budget for summer program					

The Summer Planning Calendar is also available in printed format.

[DOWNLOAD THE TOOL](#)

- **Select sites thoughtfully:** Keep in mind the anticipated number of students, special facility or equipment needs, planned capital improvements and school feeder patterns.
- **Keep it together:** Confirm that meal and snack times do not break up instructional blocks.
- **Be an early bird:** Test your bus routes prior to the program's first day. Ensure supplies are delivered at least one week prior to the start of the program.

Related Resources

Tool - Summer Planning Calendar

Comprehensive to-do list by month and topic paired with expert guidance

[Companion Guide \(.pdf\)](#)

[Tool \(.xlsx\)](#)

Watch the full webinar for a more detailed walk through of the site climate resources offered.



ROCHESTER, NEW YORK



ROC Summer

- The Wallace Foundation Support
- Community Wide Collaboration
- Provide Safe, Engaging, and High Quality Summer Learning Opportunities for students in the Rochester City School District.
- Prevent Summer Learning Loss



Building Relationships Early On

- Meet & Greet
- Team Building/ Professional Learning
- Communication



COME EXPLORE WITH US

Save the Date!
Summer registration opens on
April 1, 2019

 www.rcsdk12.org/summerlearning 

The graphic features the word "EXPLORE" in large, blue, stylized letters. The letter "E" contains a sun and clouds, "X" contains trees, "P" contains a building, "L" contains a paper airplane, "O" contains a magnifying glass, and "R" contains a planet with a ring. The word "EXPLORE" is flanked by "COME" on the left and "WITH US" on the right. Below this is a dark blue banner with white text: "Save the Date! Summer registration opens on April 1, 2019". At the bottom are the logos for Rochester School District and ROC Summer Learning, along with the website URL.

Rituals and Routines

- Staff Handbook
- Establish School Wide Expectation
- Weekly Character Traits and Activities
- Student Acknowledgement System
- Discipline Policies

Rochester **Summer** Scholars shine by being...

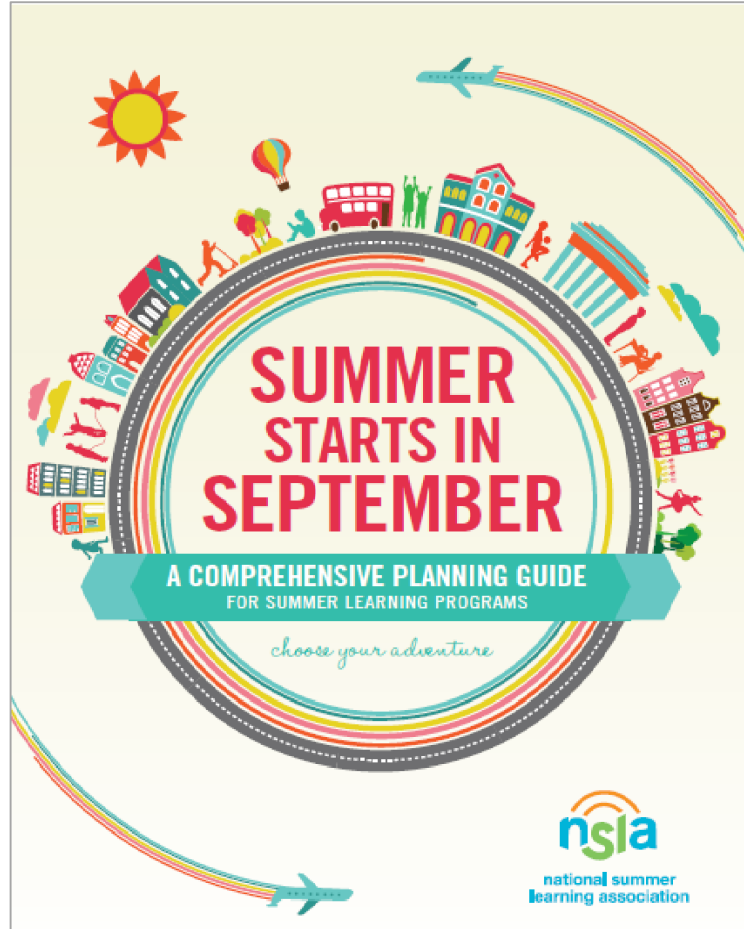
	Classroom	Hallway	Cafeteria	Bus	Bathroom
Respectful	<ul style="list-style-type: none"> *Use appropriate language *Share with peers *Wait your turn *Listen to others 	<ul style="list-style-type: none"> *Use appropriate language *Use a quiet voice *Use personal space *Hold door for person behind you 	<ul style="list-style-type: none"> *Use appropriate language *Use a quiet voice *Wait your turn 	<ul style="list-style-type: none"> *Use appropriate language *Use a quiet voice 	<ul style="list-style-type: none"> *Use appropriate language *Use a quiet voice *Use personal space *Wait your turn
Responsible	<ul style="list-style-type: none"> *Follow directions *Complete work *Ask for help *Use evidence to support answers 	<ul style="list-style-type: none"> *Follow directions *Go directly to destination *Use a pass *Walk on right hand side 	<ul style="list-style-type: none"> *Follow directions *Throw garbage away *Make healthy choices 	<ul style="list-style-type: none"> *Follow directions *Tell driver about any problems *Keep belongings in own personal space *Put trash in garbage can 	<ul style="list-style-type: none"> *Flush toilet when done *Clean hands with one pump of soap or hand sanitizer *Turn off faucet when done *Dry hands

Student Supports

- Staffing Needs
 - Counselors
 - Social Workers
 - Behavior Intervention Specialists
- Professional Learning
- Curriculum
 - Morning Meetings
 - School-Wide Celebrations
 - Enrichment Opportunities
 - Student Voice and Choice



PROGRAM QUALITY

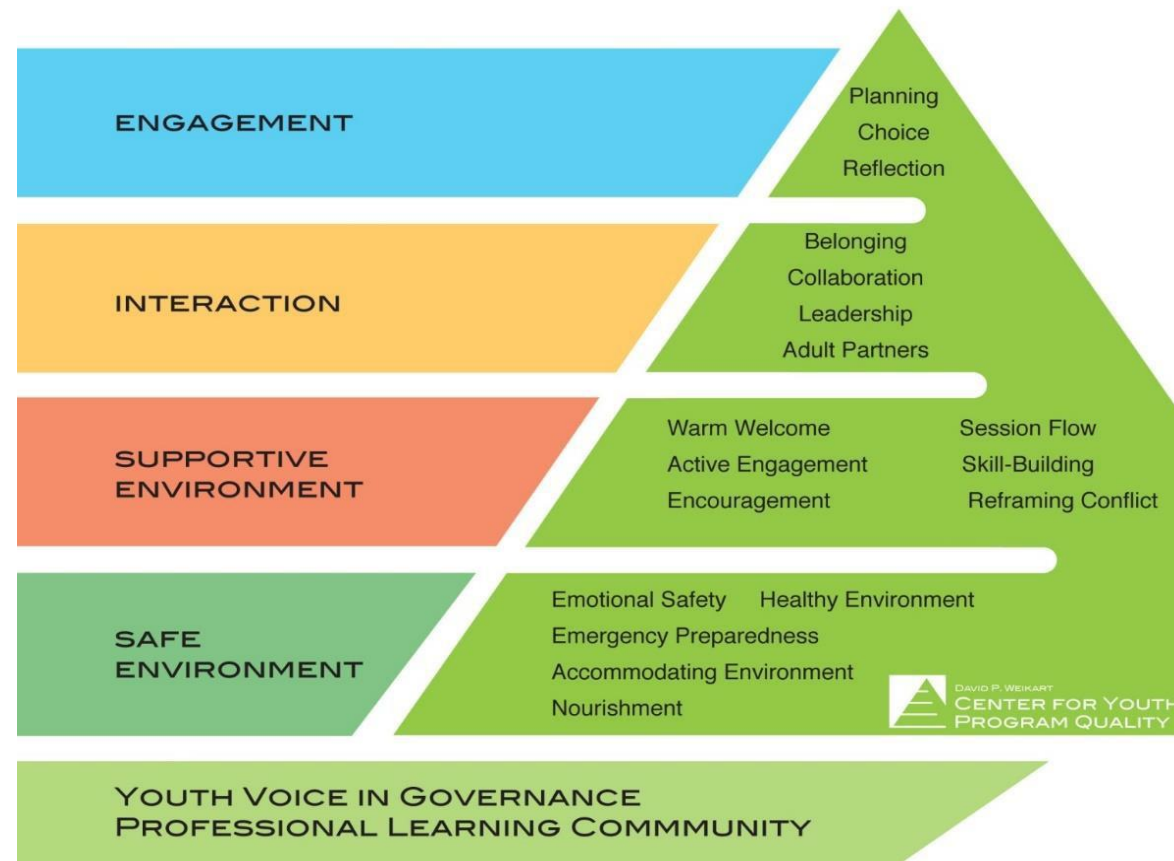


Summer Starts in September

*A Comprehensive Planning Guide
For Summer Learning Programs*

PROGRAM QUALITY

Summer Learning Program Quality Assessment SL PQA



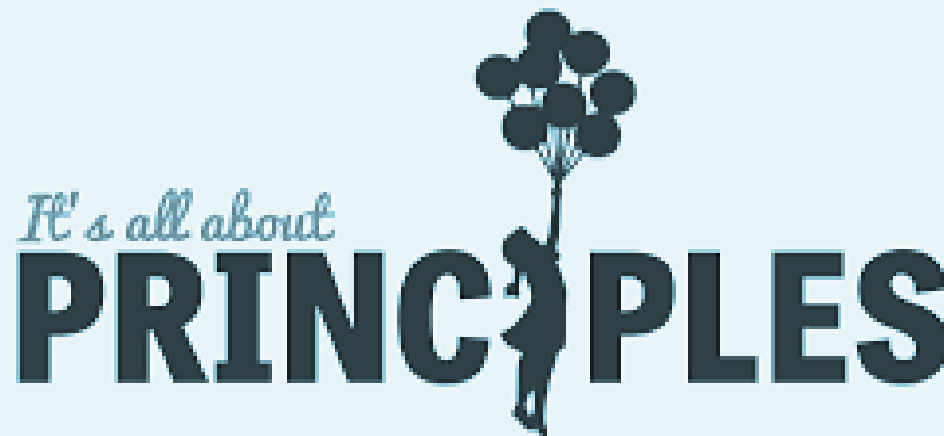
UNIQUE PROGRAM CULTURE

- Program Principles
- Program Spirit
- Physical Environment
- Leadership Opportunities
- Rites of Passage
- Culminating & Special Events

PROGRAM PRINCIPLES

Our Core Values

- Excellence (Do Your Best)
- Empowerment (Be Your Best)
- Community (Show Your Best)
- Fun
- Safety
- Environment



Values

Respect
Community
Caring
Growth
Connections
Joy

Program has principles that set culture through continuous communication of **key ideals, strengths or talents** that describe participants and staff. Principles are **integrated into most program activities and rituals.**

Safety:

The care of children with serious illnesses is both a responsibility and a serious privilege. Physical and emotional safety is paramount in all we do.

Camaraderie:

We create a community that fosters friendship, inclusivity, and a whole lot of laughter.

Possibility:

All aspects of our community are designed to allow every individual to thrive. We are inspired by Camp to believe that the impossible can be possible.

Appreciation:

We recognize the generosity and gratitude of others and intend to exemplify that in all our decisions and actions. We remain grateful for the original dream of our founder to pair good fortune with misfortune, and we cherish the friendships we have with all inspired by Camp.

PROGRAM SPIRIT

Program creates a **spirit of community and pride** among all young people through:

- Weekly or daily shared traditions
- Group Identity
- Awards for positive actions or attitudes



PHYSICAL ENVIRONMENT

Physical environment promotes **creative thinking and exploration.**

- Different
- Thematic
- Flexible workspace



LEADERSHIP OPPORTUNITIES

Youth are empowered to take on increasing **responsibility and leadership roles.**

- Public speaking
- Facilitating activities
- Choosing projects
- Recognizing peers



rites of passage



Rites of passage recognize **growth, skill-building, and transitions.**

- Completing projects
- Years of participation
- Graduation ceremony
- Alumni
- Special roles

CULMINATING & SPECIAL EVENTS

Event rewards youth for their success and gives all youth an opportunity to **showcase their work or new skills** to invited guests. Special events are a way to involve **parents, families, and the community** in your program.





NATIONAL
SUMMER
LEARNING DAY
WEEK
JULY 8-13, 2019

AfterSchool

The Official Publication of the National AfterSchool Association/naaweb.org | Spring 2019

Today

Quality Summer Programs

PROFESSIONAL DEVELOPMENT
IS ESSENTIAL.



PLANT THE SEEDS
NOW FOR SUMMER
PROGRAM SUCCESS

REFLECTIONS ON
A CIVIL RIGHTS
LEARNING JOURNEY

Published by Brandy Media, LLC, Maine, USA



Tools to Build On: Creating constructive climates in out-of- school time



ENGAGING IN THE TOUGH CONVERSATION

Helping youth constructively address complicated issues in a safe space can enable them to engage more purposefully with one another and their communities.

[More Info & Watch](#)



BUILDING COMMUNITY BETWEEN POLICE AND YOUTH

Afterschool and summer learning programs can be an integral partner facilitating and building positive relationships between youth and law enforcement.

[More Info & Watch](#)



UNDERSTANDING HATE AND BIAS

When incidents of bias occur, your response is critical for maintaining the trust and respect of youth and their families.

[More Info & Watch](#)



SUPPORTING IMMIGRANT STUDENTS, FAMILIES, AND COMMUNITY

Afterschool programs can create a safe and welcoming environment for immigrant students and families and cultivate a sense of belonging and overall wellbeing.

[More Info & Watch](#)

Summer planning webinar series

Part I – Getting to Work on Summer Learning & Summer Learning Toolkit

<https://bit.ly/2Wsgu5w>

Part II – Summer Learning Toolkit, A Deeper Dive: Keys to Staffing & Professional Development

<https://bit.ly/2l8dAQz>

Part III – Summer Learning Toolkit, A Deeper Dive: Creating Site Climate and Culture



Keep in touch!



www.agenda4learning.com

 @Agenda4Learning

 @agenda4learning



www.afterschoolalliance.org

 @afterschool4all

 @afterschoolalliancedc



www.naaweb.org

 @NatlAfterSchool

 @NationalAfterSchoolAssociation



www.summerlearning.org

 @SummerLearning

 @SmarterSummers



www.wallacefoundation.org

 @WallaceFdn

 @WallaceFdn



Thank you!

